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SOURCE Poligraficheskoye Proizvodstvo.

THE TRAINING OF WORKERS IN THE SOVIET PRINTING INDUSTRY

Comment: According to a number of articles appearing in 1952
 issues of Poligraficheskoye Proizvodstvo, Journal of the USSR
 printing and publishing industry, two of the most important problems
 facing this industry are: a lack of properly trained technical engi-
 neering personnel, and the inadequate training which printing and
 publishing workers have been receiving in trade schools. Excerpts
 from two articles discussing these problems are given below.

Numbers in parentheses refer to appended sources.7

According to the directives of the 19th Party Congress, which call for an
 improvement in the quality of printing and make-up of books, the qualifications
 of personnel in the printing industry are extremely important. Many engineering
 jobs are now filled by workers who do not have a specialized higher education.
 The same situation exists with regard to medium-skilled workers: almost 75 per-
 cent of the technicians in enterprises of Glavpoligrafizdat (Main Administration
 of the Printing Industry, Publishing, and Book Trade) do not have a specialized
 secondary school education preparing them for the printing industry.

Engineers of the printing industry are being trained in three higher educa-
 tional institutions under the Ministry of Higher Education USSR: the Moscow
 Printing Institute, the L'vov Printing Institute, and the Moscow Correspondence
 Institute of Printing. The training of technicians takes place in three printing
 tekhnikums of Glavpoligrafizdat in Moscow, Leningrad, and L'vov. The number
 of students graduated from these educational institutions, however, has lagged
 significantly behind the growing demand for technicians. For example, almost
 1,000 young technical specialists will be graduated from tekhnikums in the next
 3 years (1953 - 1955), whereas printing enterprises under Glavpoligrafizdat and
 in many printing houses of other ministries and departments will require about
 2,000 technicians during the same period.

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One of the steps taken to improve the situation was the reorganization of the Moscow Printing Institute in 1952. The editing and publishing faculty of this institute was transferred to the Moscow State University, and the institute itself was converted entirely into a higher educational institution of the printing industry with three faculties: a technological faculty, a mechanical faculty, and an economic engineering faculty. Attached to the technological faculty is a department concerned with the artistic and technical make-up of books. The construction of a large new building for the institute in Moscow was planned, as well as students' dormitories. A number of measures have been taken to expand secondary school education for the printing industry, and, above all, correspondence courses and night schools.

The number of night school departments of tekhnikums in printing enterprises has been increasing. In 1951, one such department was set up in the combine of the newspaper Pravda. In autumn 1952, night school departments were opened in the First Model Printing House imeni A. A. Zhdanov in Moscow, in the "Pechatnyy Dvor" Printing House, and in the Leningrad Offset Printing Factory. In all of these departments more than 230 persons were given instruction without interrupting production.

Training of printers by correspondence, on a secondary-school level, has also undergone a further development. In addition to the correspondence school already set up at the Moscow Printing Tekhnikum, another is being established at the tekhnikum in L'vov. The total number of correspondence students increased to 225 in 1952 and is expected to continue to grow.

Until recently, persons were admitted to tekhnikums after completion of seven grades of a secondary school. In 1952, for the first time, a number of students were admitted after completion of 10 grades of a secondary school. Three groups, with a total of 90 students, were formed for an accelerated study course, consisting mainly of special subjects. These students had to finish their study at the tekhnikum in a little more than 2 years instead of the usual 4 years required of students with a 7-grade secondary school education.

Technical engineering personnel are needed for the large new printing enterprises now under construction. Glavpoligrafizdat has taken the necessary steps to see that such personnel are trained. In the city of Kalinin, where a combine for color printing is under construction, a number of permanent residents of the oblast attended courses in the day school departments of the Moscow and Leningrad tekhnikums. A large group of correspondence students was organized at the combine under construction. A total of about 100 young technical specialists are being trained in this manner.

Classroom space and living accommodations for students training in these tekhnikums have been crowded and inadequate. The Moscow Tekhnikum in 1952 had more than 1,100 students, and it was necessary to conduct classes in three shifts because of the lack of auditorium space. This, and a lack of living accommodations during the 1952 school year, prevented the forming of additional groups of students. A similar situation prevailed at the Leningrad and L'vov tekhnikums. (1)

The Institute for the Training and Advancement of Printing and Publishing Workers under Glavpoligrafizdat organized a number of courses. In 1951, more than 2,000 workers attended these courses while continuing on the job. This number included 700 editors of publishing houses, 100 technical and art editors, 100 proofreaders, 500 technical engineering workers of printing enterprises, more than 400 workers of bookstore organizations, and others. In the same year, 950 workers completed one-year courses at the institute. In addition, a seminar was held for engineers employed in Moscow enterprises of Glavpoligrafizdat, to acquaint them with new technological methods of printing and progress in the construction of printing machines.

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Beginning with the 1951 - 1952 school year, the institute began to organize courses for art, technical, and regular editors; the period of training was 2½ years. In addition to these courses, a studio was organized in March 1952 for instruction in illustration drawing and graphic work. To assure high-quality training, prominent Moscow artists were invited to this studio as instructors. (2)

In 1952, about 5,000 persons received training in the Moscow Printing Institute, the Moscow Correspondence Institute of Printing and its affiliates, the Moscow Printing Tekhnikum imeni Ivan Fedorov, and in a special art printing school.

The Moscow Printing Institute admitted 275 students for daytime courses and 75 for night school; the number of students in the engineering faculty increased by 200.

The Moscow Correspondence Institute of Printing graduated 129 specialists in 1952, i.e., 66 percent more than in 1951. Because there were over 1,300 applicants and only 450 vacancies, the Ministry of Higher Education USSR decided to increase the enrollment, permitting an additional 75 students to be enrolled. In addition, 43 students transferred from higher educational institutions in order to enroll in the established courses of the institute. Courses were also organized for 300 correspondence students living in Leningrad.

The Moscow Printing Tekhnikum imeni Ivan Fedorov, which trains technicians and mechanics for repairing and installing printing equipment, graduated 122 students in 1952, including 96 from the day school and the remainder from the night school. In 1951, 141 technicians were graduated.

There were four applicants for every vacant place in the tekhnikum. For the first course in the day school, which lasts 4 years, 1½ students with a 7-year secondary education, and 36 students with a complete secondary education were admitted.

Moscow Art School No. 1 for Printers of the Ministry of Labor Reserves USSR entered its third year of existence in 1952. Highly qualified typesetters and color printers, offset printers, retouchers, tracers, photographers, and bookbinders are trained in this school. The curriculum, in addition to general educational subjects, includes general instruction in printing, study of materials, artistic painting, drawing, and other specialized techniques. In 1952, 125 new students who had 7-year secondary education and drawing ability were accepted for training.

Training workshops have been set up in the school, for which the Ministry of Labor Reserves set aside one million rubles in 1952. Along with the instruction in these workshops, students receive practical training in large Moscow enterprises.

The quality of training in trade schools for printers is still inadequate. During the period of theoretical and practical training, students of trade schools do not receive adequate instruction and do not acquire proper work habits. A number of them, who had finished their training and entered production, were not able to work independently and had to be retained. One of the 1952 graduates of L'vov Trade School No. 2, who was employed in the Kiyevskaya Oblast printing house as a linotypist, permitted two serious machine breakdowns; this example points up the fact that graduates of trade schools in 1952 had a poor knowledge of printing machinery. The state examination commission had established high wage grades for those students at the time of graduation. Bookbinders, for instance, entered industry at the 5th and 6th wage grades after finishing the schools. The wage manual provides these grades for bookbinders who are capable of working independently on the preparation of cardboard

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covers, dummies, and albums, and who know how to handle complex machinery. However, trade school graduates in the 5th or 6th wage grades were slow in acquiring such simple techniques as manual folding, the matching of book parts, and the making and rounding of book corners, even though these operations were scaled in the 3rd and 4th wage grades.

The Ministry of Labor Reserves USSR and Glavpoligrafizdat have not yet been able to determine the number of trade school graduates of various specialties required by industry. Young workers who perform basic operations in bookbinding and stitching do not need a 3-year training period; it would be more practical to train them on the job, where they can successfully master the processes of folding, matching, and sewing in 6 to 9 months. However, trade schools turn out every year large numbers of bookbinders and stitchers for whom there is no demand. At the same time, the number of linotypists, printers, and other higher-skilled workers graduated from trade schools is insufficient.

Another serious deficiency in the training and education of young workers is the fact that supervisors of certain printing houses in the Ukraine and other republics have not created normal working and living conditions.

In 1952, the question of rescaling wages according to a new wage scale manual and an estimation of the qualifications of trade school graduates had not been solved. The Ukrainian Administration of the Printing Industry, Publishing, and Book Trade had rescaled the wages and qualifications of all trade school graduates, including the 1951 graduates, on a general basis. However, the Dnepropetrovskaya Oblast Administration of Labor Reserves objected to the rescaling, but neither the Ministry of Labor Reserves nor Glavpoligrafizdat took the objection under consideration. As a result, printing trade schools were not guided by the new wage scale manual in establishing wage grades for the 1952 graduates.

Brigade and individual apprenticeship has occupied a significant place in the training of young workers. However, here too the training is often inadequate. Poorly qualified foremen have been supervising the training, with the result that the transfer of apprentices to work groups is often delayed.(1)

SOURCES

1. Poligraficheskoye Proizvodstvo, No 10, 1952
2. Ibid., No 2, 1952

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